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large groups of workers by discovering early not only occupational diseases, but many other conditions that go undiscovered until the worker is acutely ill or becomes disabled. If the various contagious conditions go unrecognized others become infected, thereby causing serious economic loss, as well as endangering the health of a group of individuals.

The information obtained from physical examinations affords the medical supervisor the opportunity to make certain that employees are engaged in suitable work out of which they are getting maximum results, to correct the effects of undue exposure to harmful environmental conditions, and generally to lessen all occupational hazards. As a public health measure, it is impossible to over-estimate the value of periodic examinations in establishing interest in sickness prevention.

The set-up of a proper program for medical control of workers exposed to dust depends upon the number of employees involved and individual plant conditions. A series of articles under the title of "The Medical Department Manual" by Dr. Hart E. Fisher, appearing in current numbers of "Industrial Medicine," gives a comprehensive account of the organization and operation of a medical department.

1. The establishment of a medical department with adequate facilities and medical personnel who have qualified in the field of industrial medicine. A process analysis of all operations in the plant should be made and the medical supervisor should list all possible health hazards and familiarize himself with their physiological effects. If necessary, he should conduct research studies to determine the harmful effects of new substances introduced into plant processes about which little is known. In cooperation with other departments, he should investigate the extent of the hazards and devise measures of control.

2. The routine examination of all applicants for employment. The procedure should include a detailed history of the applicant's previous illnesses and accidents classified under (a) diseases of childhood, (b) general infectious diseases, (c) respiratory diseases, (d) venereal diseases, and (e) accidents and resulting physical defects. A detailed history of previous occupations engaged in is very important. A mere statement of the type of industry in which the applicant was engaged has slight value, if any. The exact duties performed in each occupation should be noted and information ascertained as to the probable length of exposure to hazardous substances. After the history has been taken and a photograph for identification purposes (if part of routine) is made, the applicant should be directed to the examining room where he is instructed to remove his clothing for physical examination. This examination should be made as complete as is considered necessary to determine the applicant's physical condition.

If the applicant has been or will be exposed to dusts which induce lung diseases, an X-ray picture of the chest is an important part of the examination. This part of the examination may be referred to an experienced roentgenologist, as the value of this method of diagnosis depends upon the type of pictures taken and the experience of the reader who interprets them. The examining physician also may need additional information obtained by laboratory analyses of the blood, sputum, and the urine. These aids to diagnosis should be provided or made available when desirable.

3. The rating and placement of applicants. In cooperation with the personnel department, the applicant should be rated and placed, not only on his training and past experiences, but also on his physical and mental abilities to fill vacancies occurring from time to time. The records of his physical and mental examination should be the confidential property of the medical department.

4. Periodical physical examinations. The frequency of periodical examinations necessarily must depend upon individual circumstances according to the need for such examinations as determined by the supervising physician. Where physical examinations are made for the first time, the employees of long standing should be given ample explanation of the benefits of such examinations and be given assurances that their jobs are secure.

5. Provision for the disabled. Employees who develop disabilities during the course of employment should be re-assigned to occupations which will not interfere with or aggravate the disability, or they should be provided for in other ways.

ADJOURNMENT



Fire Prevention

THURSDAY AFTERNOON SESSION

October 4, 1934

The Fire Prevention Session convened in the Statler Hotel with Chairman Harold L. Miner, Manager, Safety and Fire Protection Division, E. I. duPont de Nemours & Co., Wilmington, Delaware, presiding. After briefly welcoming the delegates, Chairman Miner introduced the first speaker.

How Home Fires Are Caused

By R. B. CRISWELL

Ohio Inspection Bureau, Columbus, Ohio

Speaking extemporaneously, Mr. Criswell gave a demonstration of the devices employed and the arguments advanced by himself and other members of the Ohio Inspection Bureau in bringing to the attention of school children the serious hazards of flammable substances in the homes. His object was to inform safety engineers and perhaps others in his audience who might be interested in becoming safety speakers, how to use simple devices in convincing the school children of the necessity for caution to avoid fires and explosions. Each device and method was outlined briefly, but with striking detail, some of the demonstrations being as follows:

A match, still blazing, was thrown carelessly into a small waste basket, as so many persons still continue to do, and the waste paper immediately flared into a dangerous blaze. With a short talk about the forest rangers and their watchfulness in putting out smoldering camp fires in the North Woods, he next carefully broke a match to make sure the match had gone out completely before he tossed it aside. Said he, "Chaperone your matches; they shouldn't go out alone."

A small doll house, wired in similar fashion to a comfortable home, was exhibited, and after an explanation outlining the many light and lamp fixtures coupled with electrical devices, which might be loaded onto the electric circuit in any home, the speaker attached these devices one after another until the fuse blew out; then he used a copper penny to plug the circuit until a fire developed in the attic of the doll house.

Strangely enough, an ordinary fish bowl, with the goldfish swimming about, if exposed in a sunny nook of the living room, with a flimsy curtain in the right spot beside it, or even a flammable rug underneath, can cause a disastrous fire. The circular fish bowl and the water act as a lens to concentrate the sun's rays. This has happened repeatedly, said the speaker.

A pretty little doll, made of pyroxylin, or some other flammable material, has often become ignited in the hand of a child and has burned the child severely before